



DEPARTMENT OF THE ARMY  
HEADQUARTERS, 1st ARMORED DIVISION  
UNIT 24309  
APO AE 09096

REPLY TO  
ATTENTION OF:

AETV-THZ-DS

16 November 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Under the Oak Tree Meetings

1. With the advent of the Winter Holiday Season many of us will be taking advantage of the long weekends to travel or participate in winter sports. This should increase safety concerns. This year these concerns become heightened as past redeployments have shown that, after redeploying, soldiers sometimes lose their focus on safety. Many start taking shortcuts and some become involved in high risk activities.
2. Leaders at all levels have to recognize the dangers facing our troops during this timeframe and take steps to mitigate risks. Leaders must conduct "Under the Oak Tree" meetings with soldiers before allowing them to go on pass or leave. Soldiers in turn must openly and honestly discuss their off duty plans with their leaders, and leaders must approve their plans before granting time off. Leaders should assist soldiers in mitigating any risks identified. If the risk cannot be sufficiently mitigated, then the plan must be changed or cancelled.
3. Soldiers are ultimately responsible for their own safety. As we begin the new year, I ask all Soldiers to review basic safety rules and renew their commitment to act responsibly, both on and off duty.
4. Enjoy the holidays and take time for yourselves and your families, but above all take care of each other!

Iron Soldiers!

A handwritten signature in black ink, reading "Martin E. Dempsey", is positioned above the printed name.

MARTIN E. DEMPSEY  
MG, US Army  
Commanding

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